



Appendix N: Racial Equity Tools and Resources

As communities across the state plan for the influx of COVID-19 relief money to flow into the community development, microenterprise support, homeless response systems and emergency payment programs, equity should be an important consideration throughout the planning and implementation of that funding. In order to identify and respond to gaps in current services and support, communities should consult and listen to those most impacted by economic and housing disparities and COVID-19. The following racial equity resources and tools are available to provide guidance on some key considerations when integrating equity into program delivery and design and it will assist you in thinking about your processes, purposes, primary audiences, potential barriers, impacts and strategies to inform and involve your projects and programs before you begin.

KEY QUESTIONS

Below are some key questions with prompts to guide and direct you before beginning and during your program design and implementation.

A. What strategies will you use to ensure you have information from and research about the relevant groups and communities?

- Have you gathered adequate background information about the affected populations you intend to reach? (i.e., language or dialect spoken, customs, historical or geographic data, relevant data reports).
- Are you including and considering potential impact on people who are Black or African American; American Indian and Alaska Native; Asian; Native Hawaiian and other Pacific Islander; and Hispanic/Latinx during system and program design?

B. How will you make sure you are effectively reaching all of your audiences?

- How do you plan to address language and literacy needs including translations, interpretations and reading levels?
- Are you outlining objective criteria and measures to decide who you can serve and to limit the extent to which bias influences these decisions when faced with limited resources?
- What role and power do people who come from communities that are disproportionality impacted by the issue have in service design and delivery?
- Do the people who are entering, staying in, and being discharged from your programs represent the racial make-up of your overall population?



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- Do your frontline workers who cannot work from home have the supports they need (e.g. additional compensation for childcare for children unable to attend school/daycare, masks, gloves, ways to share their fears and challenges)?

C. What do you perceive as barriers and risks to doing this work?

- Are there trust issues among members of the public or a community that may prevent full engagement (i.e., social, political, tribal, gender specific)?
- How will you address the diverse cultural differences among affected communities? Is there adequate justification for proceeding with your project concept (i.e. time, cost, level of interest)?
- Is there community and public support for your project?
- What are some unintended consequences of the project if not done effectively?
- Are there strategies in place to address unintended consequences?

D. If there are decisions to be made, how does the engagement fit into the overall decision-making process?

- Are there processes in place to involve affected communities in decisions at different levels and phases?
- Do you have representation from affected communities in decisions?
- What decisions need to be made after the engagement and how will the community be involved in that process?
- How will the affected community be informed of final decisions?
- Do you have a standard point of contact for community members?

ADDITIONAL RESOURCES

1. The Government Alliance on Race and Equity (GARE) has created a Racial Equity Tool kit that can help to develop strategies and actions that reduce racial inequities and improve success for all groups. While not specific to the pandemic response, this toolkit can be used to operationalize racial equity within a community's response. The Racial Equity Tool can ensure that decisions around a community's response are aligned with racial equity goals and outcomes through asking questions related to:

1. Proposal: What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. Data: What's the data? What does the data tell us?



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3. Community engagement: How have communities been engaged? Are there opportunities to expand engagement?
4. Analysis and strategies: Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
5. Implementation: What is your plan for implementation?
6. Accountability and communication: How will you ensure accountability, communicate, and evaluate results?

<https://www.racialequityalliance.org/resources/racial-equity-toolkit-opportunity-operationalize-equity/>

2. Equity Impact Awareness Tool that aims to identify communities that are extremely vulnerable to prolonged hardship, such as that presented by the COVID-19 pandemic. The tool looks at 5 categories used to determine inequities of impact of COVID-19:

<https://kingcounty.gov/elected/executive/equity-social-justice/tools-resources.aspx>

1. Race -Does the community's Black, American Indian & Alaska Native and Latinx residents together exceed 25% of residents?
2. Asset Poverty -Have more than 16% of residents in this community experienced food insecurity in the last year?
3. Income -Are more than 30% of this community's household incomes within 200% of the federal poverty level? More than 20% of households (but less than 30%)
4. Home Ownership -Do less than 50% of this community's households own the home they live in?
5. Age -Are more than 14% of residents of this community 65 years or older?

3. RACIAL EQUITY IMPACT ASSESSMENT TOOLKIT.

REIAs are used to reduce, eliminate and prevent racial discrimination and inequities. The REIA can be a vital tool for preventing institutional racism and for identifying new options to remedy long-standing inequities.

<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

4. The Framework for an Equitable COVID-19 Homelessness Response provides guidance to communities on how to use a wide range of federal funding sources, including CARES Act programs, strategically across key public health and economic recovery strategies to meet public health goals, increase housing stability, and prevent future increases in homelessness – all with a racial justice and equity lens. <https://housingequityframework.org/> There are guidance videos online.